

**Pengaruh Disiplin, Kompetensi, Keselamatan dan Kesehatan  
terhadap Kinerja Karyawan dengan Motivasi sebagai variabel  
intervening**

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**ABSTRAK**

Penelitian ini bertujuan untuk menganalisis Pengaruh Disiplin, Kompetensi, Keselamatan dan Kesehatan terhadap Kinerja Karyawan dengan Motivasi sebagai variable intervening PT. Nasmoco Kaligawe Semarang, metode pengambilan sampel yang digunakan pada penelitian ini adalah menggunakan purposive sampling dan berjumlah 111 sampel pengumpulan data menggunakan kuisioner. Analisis data menggunakan SPSS 20, tanggapan dianalisis menggunakan analisis Regresi Linear Berganda dengan hasil penelitian menunjukkan bahwa (1) Disiplin berpengaruh terhadap Kinerja Karyawan di PT. Nasmoco Kaligawe Semarang, (2) Kompetensi berpengaruh terhadap Kinerja Karyawan di PT. Nasmoco Kaligawe Semarang, (3) Keselamatan dan Kesehatan berpengaruh terhadap Kinerja Karyawan di PT. Nasmoco Kaligawe Semarang, (4) Kompetensi berpengaruh terhadap Motivasi di PT. Nasmoco Kaligawe Semarang, (5) Motivasi berpengaruh terhadap Kinerja Karyawan di PT. Nasmoco Kaligawe Semarang.

Kata Kunci : disiplin, kompetensi, keselamatan dan kesehatan, motivasi, kinerja

## **The Influence of Discipline, Competence, Safety and Health toward Employee Performance with Motivation as an Intervening Variable**

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### **ABSTRACT**

This study aims to analyze the influence of discipline, competence, safety and health on employee performance with motivation as an intervening variabel in PT. Nasmoco Kaligawe Semarang, sampling method used in this study is purposive sampling and amounted to 111 samples, data collection using questionnaires. Data analysis using SPSS 20, the responses were analyzed using Multiple Linear Regression analysis with the result of research showed that (1) Discipline has an influence on employee performance at PT. Nasmoco Kaligawe Semarang, (2) Competence effect has an influence on employee performance at PT. Nasmoco Kaligawe Semarang, (3) Safety and health have an influence employee performance at PT. Nasmoco Kaligawe Semarang, (4) Competence has an influence on motivation at PT. Nasmoco Kaligawe Semarang, (5) Motivation has an influence employee performance at PT. Nasmoco Kaligawe Semarang.

**Keyword** : discipline, competence, safety and health, motivation, performance